



**HUMAN RESOURCES OFFICE  
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

**Number: 09-11**

**19 Mar 2009**

**AIR NATIONAL GUARD ACTIVE GUARD and RESERVE (AGR) FIRST SERGEANT  
POSITION ASSIGNMENT PROHIBITION**

This TAAI abolishes TAAI number 05-49 dated 26 September 2005, Active Guard Reserve (AGR) Compatibility Waiver Requirements for Air National Guard (ANG) First Sergeant Special Duty Positions.

1. NGB/A1M has determined that there is not a full-time requirement for a First Sergeant position under the new Manpower Change Request (MCR) corporate process and ANG Reset. As a result, Air AGR members may not be assigned as First Sergeant or perform First Sergeant duties in a full time capacity.
2. All AGR members must be assigned against a funded AGR position on the Unit Manpower Document (UMD) as extracted from the Manpower Programming and Execution System (MPES). IAW ANGI 36-2101, *Assignments within the Air National Guard*, each AGR must be assigned as the sole occupant of their position. The AGR position is the single military position authorized. As such, AGR members may only encumber one position number assigned in MilPDS. Further, the AGR member's MilPDS assignment must precisely mirror the position assigned on the HR manning document (DCPDS).
3. Each AGR must be assigned to validated UMD positions compatible with their military grade and AFSC. AGRs must not be assigned to positions identified on the UMD with the following Resource Identification Code (RIC): "0028" (Drill Officer), "0036" (Student Officer), "0127" (Student Enlisted), "0128" (Drill Enlisted), "0160" (T5 Civilian), "0170" (Technician), or "8888" (Contract Equivalent). The only RIC approved for AGR use are "034" (AGR Officer) and "148" (AGR Enlisted).
4. As there is no full-time requirement for a First Sergeant, members cannot be assigned the First Sergeant job as an additional duty, nor are they eligible for the Special Duty Assignment Pay (SDAP) based on an 8F000 assignment in MilPDS. Additionally, AGR personnel may not be promoted against Drill Status Guardsman positions.
5. Units must incorporate AGR members currently assigned as First Sergeants into force management plans and correct these actions as soon as possible through attrition, retirement, reassignment, vacating positions, etc.
6. Questions may be directed to Capt Kenneth R. DeCelle, Supervisory Human Resources Specialist, at CAGNET 6-3122, DSN 466-3122, (916) 854-3122, or email at [kenneth.decelle@us.army.mil](mailto:kenneth.decelle@us.army.mil).

  
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